GOVERNMENT OF INDIA
LABOUR
LOK SABHA

STARRED QUESTION NO:293
ANSWERED ON:15.03.2000
MINIMUM WAGES TO WOMEN
RAM SHAKAL;V. SAROJA

Will the Minister of LABOUR be pleased to state:

(a) whether the minimum wages as guaranteed by law are not given to women workers; and

(b) if so, the steps taken by the Government to ensure minimum wages to women workers without any discrimination?

Answer

MINISTER OF LABOUR (DR. SATYANARAYAN JATIYA)

(a) & (b): A statement is laid on the Table of the House.

STATEMENTREFERREDTO INREPLYTO LOK SABHA STARRED QUESTION NUMBER 293 DUE FOR ANSWER 15.03.2000 BY DR. V. SAROJA AND SHRI RAMSHAKAL.

(a) & (b): Under the Minimum Wages Act, 1948, both Central and State Governmentsare appropriate Governments for fixation/revision of minimum wages in scheduled employments. According to the provisions of the Act, the minimum wages are fixed for any person who is employed for hire or reward to do any work, skilled and unskilled, manual or clerical in a scheduled employment in respect of which minimum rates of wages have been fixed. The Act does not discriminate between man and women for fixation of minimum wages.

The equal remuneration Act, 1976 enacted by the Government ensures equal wages to women workers for the same work or work of a similar nature. Also Section 10 of the Equal RemunerationAct provides for fine/imprisonment for making discrimination between men and women workers in contraventions of the provisions of the Act. further, Section 20 of the Minimum Wages Act provides for claim appeals in case of less than or non-payment of minimum wages. The compliance of these provisions is secured through enforcement machineries both at Central and State levels in respect of scheduled employments under their jurisdictions. The Inspectors declared under the Acts conduct regular inspections of various establishments and take necessary action in respect of irregularities detected. In case of claims, the defaulters are advised to make up the short fall in payments and if they fail, prosecution cases are initiated against them.